

	Position Title: Clinical Team Leader	Team: Take Two	  
	Band: D	Salary: Stream 2, Level 7	Date: June 2026

OUR VISION AND PURPOSE	ROLE CONTEXT
We believe children, young people and families should be safe, thriving and hopeful. Our Vision for 2026: Together we will courageously change lives and reimagine service systems. For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose. Berry Street will continue to be a strong and independent voice for the children, young people, and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice. We look forward to working with our staff, carers, partners, supporters, and government, to ensure children, young people and their families can create the future they imagine for themselves.	Take Two provides a range of therapeutic services for infants, children and young people who have suffered trauma, neglect, and disrupted attachment, and contributes to the service system that provides care, support, and protection for these children. One of these services is the Intensive Therapeutic Service (ITS), a Victoria-wide service funded by the Department of Health and Human Services, managed by Berry Street. Take Two is also involved, in partnership with other community service agencies, in the provision of Therapeutic Foster Care, Therapeutic Family Violence services, Aboriginal therapeutic home-based care, therapeutic Residential Care, Stronger Families, Navigator and the Community Wellbeing Program. Additionally, the service also provides training, consultation and reflective practice to the wider Children and Family Services sector and conducts and disseminates evaluation research on Take Two's therapeutic services. Take Two is a flagship site of the Child Trauma Academy implementing the Model of Neurosequential Therapeutics to guide intervention planning.
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
We expect all staff to apply these Values in all aspects of their work. Courage: to never give up, maintain hope and advocate for a 'fair go' Integrity: to be true to our word Respect: to acknowledge each person's culture, traditions, identity, rights, needs and aspirations Accountability: to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children.	The primary objectives of the role are to: • Responsibility for the oversight of a clinical team and management of all clinical activities across programs. • May carry a small case load. Given the seniority of the role the cases are more complex, with clients who are at various stages of the episode of care, such as assessment, treatment, and closure. Therapeutic work can range from short to long term. • Responsibility for ensuring that the relevant program referral processes are in place; that target numbers for client services are met; delivery of high-quality clinical services and timely clinical reports; and that relevant client records are maintained according to Australasian standards. This includes management of any additional contracts ensuring compliance with Take Two and Fee for Service Programs ensuring compliance with agreements for clinical services and target numbers. • With the Clinical Manager develop collaborative and effective stakeholder relationships and manages the risk and safety in clinical practice and work environments.

REPORTING RELATIONSHIPS

This role is based at our Preston Office, Wurundjeri country in Berry Street's Northern Region.
This role reports to the Clinical Manager who will provide supervision and review.

EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Code of Conduct, which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement.
- Raise all health, safety, and wellbeing issues or concerns with managers, observe all safe work procedures and instructions, and take reasonable care for their own safety and for the safety of work colleagues by always operating in a safe and appropriate manner.
- Participate in regular supervision, performance planning and review processes and probationary reviews.
- Complete mandatory training within designated timeframes.
- Berry Street is committed to service delivery that prioritises and celebrates diversity and inclusion in our staff and the children, young people, and families we support. Every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality, or religion.
- Berry Street is committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify as LGBTIQ+.

KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Excellent written and oral communication skills including timely and accurate written reports and able to clearly articulate and engage with a range of audiences – children, families and caregivers, other professionals, and the court system.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.
- Demonstrated understanding of trauma and the impacts on mental health, attachment and developmental milestones for children and young people.
- Demonstrated ability to provide a high standard of complex direct service in the clinical assessment and treatment of infants, children, young people, and families; and to comply with service delivery towards output and outcomes requirement (please refer to expectations under assessment and treatment). The ability to provide sound secondary consultations.
- Capacity to supervise and ensure high quality clinical assessment, intervention and review relating to the impact of child abuse, neglect, and mental health.
- An excellent understanding of the complexity of the service system and the issues involved in providing services to statutory and non-statutory clients, with the ability to work in a complicated environment that can challenge and frustrate individual values and viewpoints.
- Demonstrated commitment to working collaboratively and the capacity to listen and consider other opinions, respectfully and tactfully negotiate and liaise with DHHS, other agencies and the community.
- Sound decision making and risk assessment skills, reflected in excellent clinical judgements and the willingness to seek supervision.
- Demonstrated management and leadership skills, including the provision of coaching, mentoring, supervision (able to do so in accordance with Berry Street's supervision model), team building, monitoring of workload and managing performance.

QUALIFICATIONS AND OTHER REQUIREMENTS	DESIRABLE
• An appropriate Bachelor degree level or higher qualification in a Health or Welfare related field such as Occupational Therapy, Psychology, Social Work, Family Therapy, Speech Pathology or related discipline. • Staff must hold a valid WWCC, current drivers' licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances. • Please note: The scope of this position does not require the incumbent to practice as a registered psychologist, occupational therapist or other AHPRA registered profession and, as such, discipline specific registration is not a requirement. If the incumbent wishes to maintain registration it is at the incumbent's discretion and will not impact on the scope of this role.	

ABOUT TAKE TWO

Who we are.

Berry Street started in Melbourne in 1877 and believes children, young people and families should be safe, thriving and hopeful. Take Two is a program of Berry Street providing trauma informed intensive therapeutic services for infants, children, young people, and families impacted by trauma, neglect, or abuse.

Take Two is also involved, in partnership with other community service agencies, in the provision of therapeutic foster care, therapeutic Family Violence services, Aboriginal therapeutic home-based care, therapeutic residential care, Stronger Families, Navigator and the Community Wellbeing Program. Additionally, the service also provides training, consultation and reflective practice to the wider Children and Family Services sector and conducts and disseminates evaluation research on Take Two's therapeutic services. Take Two is a flagship site of the Child Trauma Academy implementing the Model of Neurosequential Therapeutics to guide intervention planning.

The service is a consortium of:

- Berry Street – lead agency & child welfare expertise
- VACCA – cultural expertise
- Mindful (University of Melbourne) – practice development expertise
- La Trobe University – research expertise

Take Two operates from more than a dozen Victorian sites, including metro, regional and rural areas.

Our therapeutic model

Take Two is the only fully accredited outreach program that provides a state-wide service for infants, children, young people impacted by trauma, neglect, or abuse. Treatment approaches focus on the repair of harmful outcomes, and improvements in emotional health, relationships, and development. We work with the traumatised child, and with their caregivers, families, and communities. We help them understand the child's trauma, and how it's impacting their development and behaviours.

We use the Neurosequential Model of Therapeutics (NMT) to guide treatment and intervention planning. Based on current neuroscientific research, the NMT model helps us assess the impacts of the child's trauma on their developing brain and determine which interventions we should use to support the child. We then use evidence-based and evidence-informed interventions and treatments to support children who have suffered developmental trauma.

What we do

Take Two provides individual, dyadic, and systemic client facing services including:

- Intensive Therapeutic Service (children referred by Child Protection)
- Therapeutic Foster and Residential Care programs
- Family Preservation Reunification and Response (FPRR) program (helping families keep their children out of out-of-home care)
- Restoring Childhood program (working with the child and the non-offending parent after family violence)

Take Two also provides a range of research, practice development and consultation services. Our research has provided unique insights into what helps and what hinders children from overcoming childhood adversity.

Take Two is highly committed to providing culturally appropriate support to Aboriginal children accessing our services. We employ Aboriginal staff in dedicated positions and work closely with Aboriginal Controlled Community Organisations across the state.

Our Developmental Specialists Team (including a Neuropsychologist, Occupational Therapist and Speech Pathologist) provide individual client assessments and consultation.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Assessments and treatment	• May carry a small case load. • Conduct assessments, including consultation, to understand the impact of trauma, neglect, and abuse experiences on the child’s development and functioning, including the Neurosequential Model of Therapeutics (NMT) metric. • A non-standardised assessment approach is used and generally involves assessing the individual child, collecting a brief history and context such as care arrangements, living arrangements, school arrangements, resources. • Administer and interpret standardised clinical measures such as ABAS, SDQ, Trauma System Check List (TSCC) and Ages and Stages. • Use of 5P for case formulation (Presenting, predisposing, precipitating, perpetuating and protective factors). • If specialised assessments are required, the clinician will consult with their Clinical Manager for approval to ensure clinical governance. • Where a child is known to be, or is possibly Aboriginal, consultation with the Aboriginal Team needs to occur as part of the assessment process including completion of the Cultural Connection Assessment Tool. • Write cohesive, succinct, timely reports for multiple audiences –including the child, parents, carers, and Child Protection. • Develop a formulation, utilising the NMT, which forms the basis for a therapeutic treatment plan that includes goals and time frames. • Use a variety of evidence-informed approaches appropriate to your client. • Monitor and manage the clients emotional/physiological arousal during sessions. • Utilise therapeutic dosing or “Tile and Grout’ approach in intervention planning with regular review. • Understands and follows the ‘Therapeutic Intervention Decision Making Matrix’. • The Clinical Manager will be responsible for approval of clinical reports completed by the Clinical Team Leader. The Clinical Manager approves specialised assessments for client’s case managed by the Clinical Team Leader. • Attends court and gives evidence that may include their professional opinion based upon assessment reports and professional observations on the child/young person’s development and relationships with significant others.
Leading People	• Lead by example in actively promoting and implementing the requirements of Berry Street’s positive duty to provide a safe workplace, health, and safety management system – policies, procedures, and processes. Including, holding staff accountable for observing all safe work procedures, rules, and instructions. • Provide feedback and wellbeing support through probationary reviews, regular supervision meetings, annual performance planning and review. • Ensuring direct reports have completed all mandatory training and development required for their role.
Oversight of clinical work	• Ensure that referral, case allocation, review and closure processes and systems are in place to meet agreed timelines and expectations. • Uses evidence to challenge existing practices and processes. • Ensure that service delivery information is collected and recorded in a professional and timely manner and is consistent with the requirements of an agreed management information system and the research strategy. • Provide specialist advice and consultation regarding clients. • At times specialised assessments are required. The Clinical Team Leader approves these assessments to ensure clinical governance. • Ensure that systems and processes are in place for appropriate monitoring of clients identified as “high risk”.

Teamwork	• Work collaboratively with the system that sits around the child – child protection practitioners, education providers, health providers, care givers and family. • Partner with external agencies and professionals to provide clinical interventions as required. • Ensure that constructive and collaborative relationships are developed and maintained with key stakeholders associated with the Take Two team. • Be comfortable working in an area of complexity and competently navigate and manage different points of view on case direction and planning. • Be able to problem solve where required. • Play a lead role in the ongoing operation and development of Take Two within the region of responsibility and actively contribute to its practice development, contract compliance, strategic planning, research, development, training, and Aboriginal service strategies.
Administration	• Maintain records in relation to targets. • Complete assessment, review, and closure reports within Take Two guidelines and in agreed time frames. • Maintain up to date files, including timely and succinct case notes, and update data bases as required and expected. • Preparation of files for subpoenas and court as required. • Complete case reviews as requested.
Supervision	• Provides supervision to clinicians and/or senior clinicians and specialist roles in accordance with Berry Street’s supervision policy. • Coach and mentor staff within the team. • Conduct annual reviews of supervisees in accordance with Berry Street policy. • Review and sign off on reports completed by clinicians and senior clinicians they supervise. • Attend potentially difficult meetings with clinicians as required, this may be due to complexities within partnerships or if a more complex clinical situation has evolved. • Supervise students as required.

Management and leadership	• Assist the Clinical Manager to ensure that high quality clinical services are delivered to the specified client group, through appropriate policy and program operation and development, and the recruitment, management, and development of appropriately qualified and skilled staff. • Ensure that all clinicians understand the principles of Take Two and what is expected of them as a Take Two clinician. This includes the capacity for assertive outreach and the support of parents and carers (including foster parents, kinship carers and residential workers), effective liaison with case managers responsible for the care of these children and young people and effective care team participation. • Assist with the management of any serious incidents, co-ordinate the appropriate response and ensure appropriate follow up. • Support the manager in the recruitment, management and development of appropriately qualified and skilled staff and support the manager in the provision of orientation, support, supervision, annual staff appraisals and professional development plans in line with Berry Street policy. • Respond appropriately to any possible breaches to ethics, policy, or procedures. • Raise performance issues and follow guidelines as appropriate. • Support the manager in the recruitment, management, development, and evaluation of appropriate student placements within the team's region. • Identify key stakeholders in each region (including DHHS, Aboriginal Communities and Services, CYMHS, ELMHS, Drug and Alcohol services, Education and Community Service Organisations) and ensure that constructive relationships are developed and maintained. • Support relevant DHHS and Take Two convened Reference and Advisory Groups, facilitating advice and feedback about Take Two and dissemination of learning from Take Two. • In conjunction with the manager, maintain collaborative working relationships with relevant Berry Street services. • Attends and participates on Professional Panels as required.
Self and organisation	• Role model best behavior within the team and when representing Take Two. • Contribute to building the culture of Take Two and your team. • Participate actively in supervision. The Berry Street model of supervision encompasses management, support, development, and mediation. It is not supervision to maintain professional standards. It is the forum to discuss clinical governance and risk and seek approvals and guidance as required. • Engage in workplace organisation training and initiatives of Take Two. • Engage in Communities of Practice and Friday Focus.
Other	• Other duties as required.

INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
Client Facing and Service Delivery	Work with clients who may have a physical, psychiatric, or sensory disability.	Regular
	Interact with clients and members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Regular
	Work with complex clients which may expose you either directly or vicariously to emotionally challenging concepts such as self-harm, trauma, illegal activity and/or violence.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Not Applicable
	Work in a client's home or their family home alone and/or with others.	Occasional
	Represent, advocate, and cooperate with legal processes which may include attendance to court.	Regular
Work Environment	Manage demanding and changing workloads and competing priorities.	Daily
	Work in different geographic locations.	Occasional
	Be exposed to all outdoor weather conditions.	Occasional
	Work via computer from home as required.	Regular
	Work office hours with the possibility of extended hours. Flexible arrangements by agreement.	Regular
	Work rostered hours with the possibility of overtime.	Not Applicable
	Work on-call after hours.	Not Applicable
	Work in an open plan office with no assigned desk.	Daily
	Work in buildings which may require the use of stairs or elevators.	Daily
	Sit at a computer or in meetings/meeting rooms via video conference facilities or in person for extended periods.	Daily
	Work in a client's home or their family home alone and/or with others.	Occasional
	Work in educational or community facilities.	Occasional
	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Occasional
	Undertake training and professional development activities both internal and external to the organisation.	Regular
Administrative Tasks	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in	Daily

	meetings, concentrating for long periods of time, managing resources and budget, and researching and analysing information and data.	
	Use technology including photocopier, telephones including mobiles, overhead projectors, televisions, videos, and electronic whiteboards.	Daily